



Globe Life
Family Heritage Division

OPPORTUNITY NOW

2020 Incentives,
Awards & Recognition

We Train, We Sell, We Recruit

License Reimbursement

All New Sales Professionals hired in 2020 will be reimbursed for expenses necessary to obtain their insurance license, including:

- State Required Class
- License Test Fees
- Background Checks
- Resident State Appointment Fees

These expenses will be reimbursed when the Sales Professional reaches \$50,000 Net Annualized Premium NAP in their first 12 months.

Sales Academy

Sales Academy expenses for training, hotel, and meals are paid for by The John Wayne Agency **upfront**.

Expenses for New Sales Professionals who attend Dallas Sales Academy in 2019 will be credited \$50 per \$800 of NAP for flight, hotel, and dining expenses. Failure to sell \$5,000 in NAP will result in the Agent reimbursing the Agency.



WE TRAIN, WE SELL, WE RECRUIT

PERSONAL PRODUCTION

Advanced Commissions

Agents with **Globe Life** are paid a 30% commission initially. This increases to 50% with Career Track promotions.

We advance 7 MONTHS of commission to give you the income you need to GROW your business!

\$100 / Monthly Premium X 5 Customers = \$500

\$500 X 35% (commission rate) = \$175

\$175 X 7 (advance) = \$1,225 Commission / Week

\$100 / Monthly Premium X 10 Customers = \$1,000

\$1,000 X 40% (commission rate) = \$400

\$400 X 7 (advance) = \$2,800 Commission / Week

\$2,800 X 48 Weeks = \$134,400

***1 out of 7 agents earn \$100,000+**

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PERSONAL PRODUCTION

Renewal Commissions

Agents are paid renewal commissions FOR LIFE on each policy.

This 2% renewal begins the second year and is paid monthly in perpetuity as long as the client remains active.

Commission levels increases with Career Track promotion.

Lifetime Vesting locks you into your renewal income regardless of your affiliation with **Globe Life**

2 years = 50% 3 years = 60% 4 years = 70% 5 years = 100%

Net Income Renewal Earnings Example

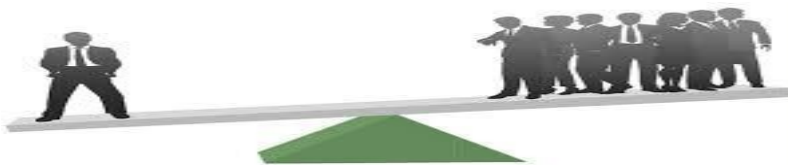
	<u>Year 1</u>		<u>Year 2</u>		<u>Year 3</u>		<u>Year 4</u>		<u>Year 5</u>
Sales	\$225k	➡	\$225k	➡	\$225k	➡	\$225k	➡	\$225k
1 st Yr. Income	\$66k	➡	\$66k	➡	\$66k	➡	\$66k	➡	\$66k
Life Renewals	\$45k	➡	\$4000	➡	\$3500	➡	\$3000	➡	\$2500
			\$45k	➡	\$4000	➡	\$3500	➡	\$3000
					\$45k	➡	\$4000	➡	\$3500
							\$45k	➡	\$4000
									\$45k

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TEAM PRODUCTION

Leadership Commissions & Renewals

Field Directors earn **5%-20% commission** on sales produced by their team AND a **1%-3% lifetime renewal**. Commission levels increase with Career Track promotion.



Team Earnings Example

	<u>Year 1</u>		<u>Year 2</u>		<u>Year 3</u>		<u>Year 4</u>		<u>Year 5</u>
25 Sales per wk. \$1M		➔	\$1M	➔	\$1M	➔	\$1M	➔	\$1M
1 st Yr. Income	\$50k	➔	\$50k	➔	\$50k	➔	\$50k	➔	\$50k
Life Renewals	\$100k	➔	\$10,000	➔	\$9000	➔	\$8000	➔	\$7000
			\$100k	➔	\$10,000	➔	\$9000	➔	\$8000
					\$100k	➔	\$10,000	➔	\$9000
							\$100k	➔	\$10,000
									\$100k

5% Commission
1% Renewal

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AGENCY BUILDER BONUS

Earn **\$1,500** when a new agent you refer or hire produces \$10,000 premium in their first 13 weeks.

Earn **\$500** when a new agent you train produces \$2,500 premium in their first week of training.



AGENCY BUILDER **GL** STOCK

AGENCY BUILDER	STOCK BONUS
Regional Director	\$3,000
Market Director	\$1,500

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Quick Start Cash Bonus

New agents earn **\$1,000** by producing at least \$10,000 NAP during their first 4 production weeks with Globe Life.

- Total Cash Flow : **\$3,050**

Quick Start Promotion

New agents who produce \$25,000 NAP will be promoted to Field Director immediately.

Personal sales contract and override is increased to **35%**.

Quick Start Award

New agents who produce the most premium in their first 13 weeks in their division receive company wide recognition and a **\$1,000** cash bonus from the Agency Owner.

CHOOSE YOUR CAREER PATH

Level	Position	Commissions		Criteria to Attain Level	Criteria Period	Criteria to Retain Position
		New	Renew			
7	REGIONAL DIRECTOR (AB)	58%	5%	\$250K NAP, 100 SA, 3 DR, AO Interview	2 Consecutive Quarters	\$250K NAP, 100 SA, 3 DR in 2 Consecutive Quarters
6	MARKET DIRECTOR (AB)	54%	4%	\$125K NAP, 50 SA, 2 DR, AO Interview	2 Consecutive Quarters	\$125K NAP, 50 SA, 2 DR in 2 Consecutive Quarters
5	SALES PROFESSIONAL 5 FIELD DIRECTOR 5 (AB)	50%	3%	6 TQS or \$300K Personal NAP	LIFETIME	1 FTS and 14 SA in Quarter to show up as a Field Director
4	SALES PROFESSIONAL 4 FIELD DIRECTOR 4 (AB)	45%	2%	3 TQS or \$150K Personal NAP	LIFETIME	1 FTS and 14 SA in Quarter to show up as a Field Director
3	SALES PROFESSIONAL 3 FIELD DIRECTOR 3 (AB)	40%	2%	1 TQS or \$50K Personal NAP	LIFETIME	1 FTS and 14 SA in Quarter to show up as a Field Director
2	SALES PROFESSIONAL 2 FIELD DIRECTOR 2 (AB)	35%	1%	\$25K Personal NAP	LIFETIME	1 FTS and 14 SA in Quarter to show up as a Field Director
1	SALES PROFESSIONAL 1	30%	1%	Starting Contract		

TQS : Trained to Quick Start (\$10K NAP F4W)

CAREERTRACK



WE TRAIN, WE SELL, WE RECRUIT

MONTHLY BONUSES

Monthly Cash Bonus

NAP	BONUS
\$100,000	\$5,500
\$90,000	\$5,000
\$80,000	\$4,500
\$70,000	\$4,000
\$60,000	\$3,500
\$50,000	\$3,000
\$40,000	\$2,000
\$30,000	\$1,500
\$20,000	\$500
\$15,000	\$375
\$10,000	\$250

Monthly Cash Bonus Guidelines

- To receive the Monthly Cash Bonus, you must produce business a minimum of three weeks during a four-week month and four weeks during a five-week month.
- Bonuses are calculated and paid based on the Globe Life Family Heritage Division calendar month.
- Some calendar months are four weeks and some are five weeks.

Quarterly Stock Bonus

EACH QUARTER YOU EARN THREE MONTHLY CASH BONUSES, you will also earn a \$1,000 Globe Life Stock Bonus.

Quality Business Multiplier

This incentive bonus may be increased or decreased based on quality of business. New agents will use a 100% A/T until a credible A/T is accumulated.

12 MONTHS A/T RATIO	QUALITY BUSINESS MULTIPLIER
120 and up	120%
100-119	100% - 119%
80-99	80% - 99%
Below 80	0%

Earn up to **\$70,000 in sales bonus in 2020**

WE TRAVEL



Qualify through **CONSISTENCY**

3+ customers per week & Top 130

Win for you and a guest...or bring the whole family

WE TRAVEL

Exclusive International Travel for Agents

Average 5+ customers per week to qualify for you and a guest or bring the whole family

SOUTHERN DIVISION Q1 INCENTIVE TRIP

DESTINATION

Secrets St. Martin Resort

April 30 – May 3, 2020

Qualification Period: Q1 2020



New Agent*	Veteran Agent	Recruit	Career Track**
Trip for 1-\$45,000 NAP	Trip for 1- \$60,000 NAP	Trip for 1 - 7 Recruits, producing a minimum of \$2500 NAP during Q1	Trip for 1-Team \$150,000 NAP
Trip for 2-\$60,000 NAP	Trip for 2- \$75,000	Trip for 2- 8+ Recruits, producing a minimum of \$2500 NAP during Q1	Trip for 2-Team \$200,000 NAP

*New agent defined as any new producer with first new business after 6/17/19